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Central Intelligence Agency



Washington, D.C. 20505

8 SEP 1987

OCA 87-3310

The Honorable Daniel K. Inouye  
United States Senate  
Washington, D.C. 20510

Dear Senator Inouye:

I share your concern for improving the opportunities available to disabled Americans. I am pleased to report that the Central Intelligence Agency is committed to providing full employment opportunities for the disabled.

STAT The Handicap Program within our Office of Equal Employment Opportunity has expanded its efforts and actions both internally and externally. We have recruited, processed and employed more disabled applicants in the past four years than at any other period. For example, in FY-87, we placed approximately 52% of all disabled applicants who applied for Agency employment into process as compared to 38% in FY-83. We presently have [ ] persons who are severely or multiply handicapped working with the Agency.

The Agency has also taken positive steps to broaden and enhance our relationship with a number of facilities that train, educate or rehabilitate disabled persons. A number of modifications have been made to several buildings while other changes are being incorporated into future construction to comply with Uniform Federal Accessibility Standards. We have also increased our recruitment advertising in various publications specifically geared to disabled subscribers.

STAT The Agency's recruiting efforts have taken a more direct focus aimed at recognizing the work potential of the disabled and employing them in a much broader spectrum of Agency positions and varied job requirements. Our Handicap Program Manager has established a career counseling program for the disabled to ensure equitable treatment in the area of training, assignments and career progression. The primary focus for this program has been on the deaf, the visually impaired and the immobile. Our objective is to review job



requirements, examine work sites to eliminate major obstacles, and provide reasonable accommodations as necessary. We have identified and eliminated numerous architectural barriers and have prepared emergency evacuation plans for our disabled employees. In an effort to remove the communication gap with our deaf employees, greater use has been made of sign-language interpreters.

We are continuing to expand our goals and objectives to attract and retain disabled employees by increasing our recruitment effort of the disabled, eliminating barriers to productive employment and creating an environment in which the disabled are not isolated, but rather are an integral part of the Central Intelligence Agency's work force.

Senator, I salute your commitment to the Decade of the Disabled Persons and am pleased to report that the Central Intelligence Agency will continue to identify areas to increase opportunities for our disabled citizens.

Sincerely yours,

**/s/ William H. Webster**

**William H. Webster**  
Director of Central Intelligence

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